

Native American/Alaskan Native (NA/AN) Employment Program Overview

Purpose: ensure equal opportunity in the hiring, advancement, training, and treatment of Native American/Alaskan Native employees

Goal: strive to achieve a civilian work force in which qualified Native American/Alaskan Native employees are represented in every major organizational element, occupational category, and grade commensurate with their representation in the relevant civilian work force

Native American/Alaskan Native Program Manager

Native American/Alaskan Native Program Manager should understand the causes and effects of racial discrimination; have good managerial and organizational skills; be familiar with the principles of personnel management; and be able to identify and work to resolve problems that affect the hiring, advancement, training, treatment, and recognition of Native American/Alaskan Native employees within the work force

Overview of Native American/Alaska Native Program Manager Duties

Develop and evaluate policies and procedures for the Native American/Alaska Native Employment Program; identify and resolve actual and perceived system inequities which adversely affect Native American/Alaska Native employees

Provide leadership, advice, and guidance to managers, supervisors, and employees

Serve as an advocate to management for the changes necessary to overcome barriers which restrict equal employment opportunities

Analyze statistical data for Native American/Alaskan Native employees to include data for various grade groupings, PATCOB categories, and organizational data

Overview of Native American/Alaska Native Program Manager Duties (Cont'd)

Coordinate with civilian personnel to identify vacant positions or promotional/training opportunities for which Native American/Alaska Native employees may want to apply

Provide career information and counseling to Native American/Alaska Native employees

Work with government and non - government organizations to provide opportunities for career enhancement of Native American/Alaska Native employees

Represent the commander at local and national meetings and conferences that may be beneficial to the Army

American Indian Heritage Month

It took more than 80 years for the nation to establish a National American Indian Heritage Month. The Boy Scouts set aside a day for the "First Americans" in the early 1900s.

On 28 Sep 1915, the Congress of the American Indian Association declared the second Saturday of each May as an American Indian Day. Since then, several states declared American Indian days until 1976, when Congress passed a joint resolution authorizing the president to proclaim the week of Oct 10-16 as "Native American Awareness Week." Days and weeks of different months were set aside to honor the first Americans until they were given a month in 1990. Since 1994, each President has issued a proclamation designating November as National American Indian Heritage Month.

You Can Help!

**Contact your local EEO Office
to become a member of the
Special Emphasis Program
Committee which addresses
concerns of all employees**

